



COUNTY OF NEVADA

BRUCE C. BOLINGER

COUNTY CLERK

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October 3, 1992

To: County Clerks, Registrars of Voters, Election Supervisors
From: Bruce Bolinger
Re: Survey on (1) Precinct Board Pay and (2) Mailing Label Charges

1. Precinct Board Pay

a. Findings

Average total pay per inspector per election is as follows:

Mean - \$69.57 (sum of all co. salaries divided by 58)
Median - 73.50 (point at which $\frac{1}{2}$ counties below, $\frac{1}{2}$ above)
Mode - 75.00 (most common pmt. if pay levels are graphed)

The highest and lowest rates of pay per election are as follows:

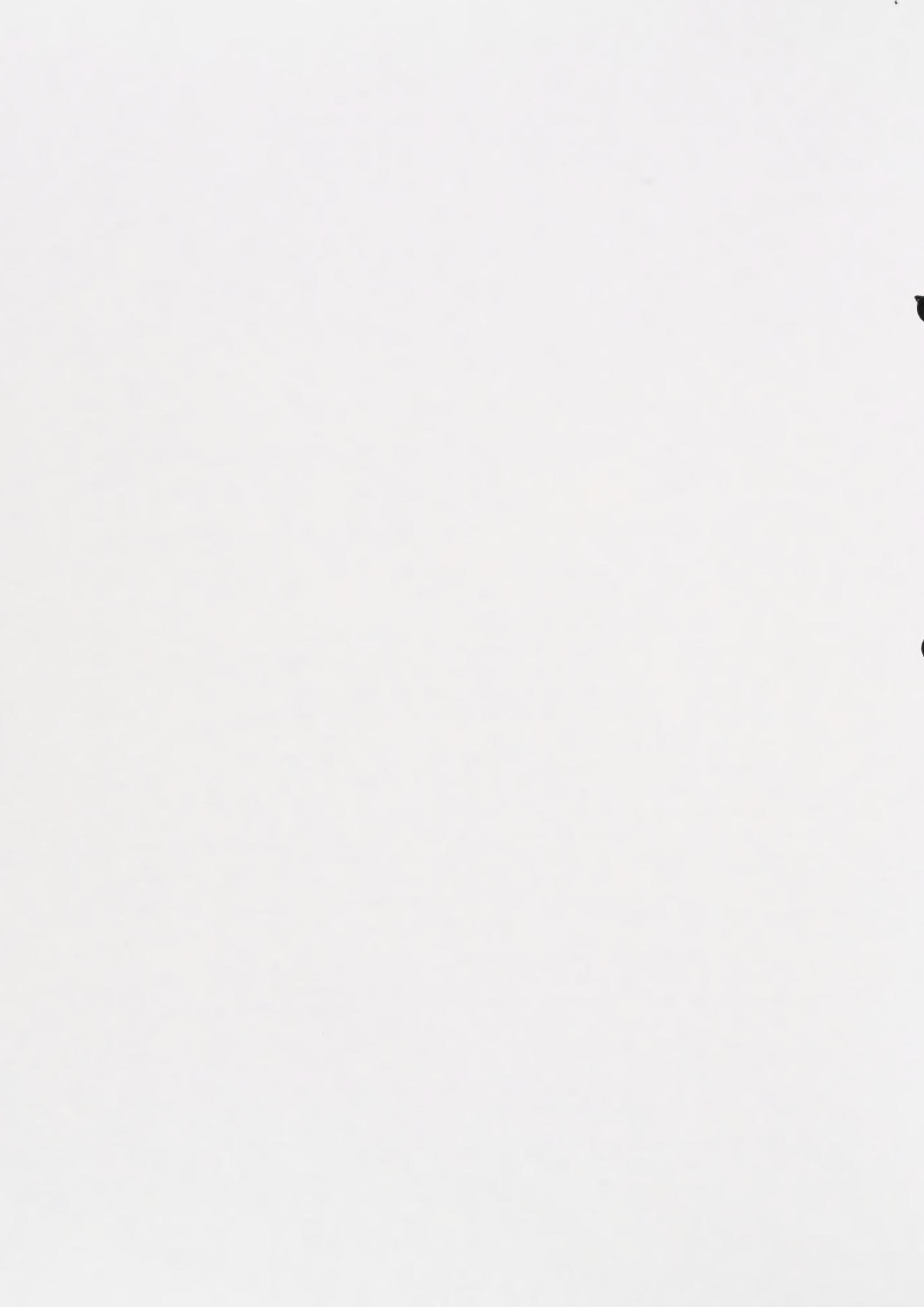
Highest - \$104 (Lake County)
Lowest - 41 (Alpine County)

In the counties that pay a base pay rather than an hourly rate to precinct board members, the difference in base pay between inspectors and judges (or if there are no judges, then the clerks) varies from a low of \$3.75 in Tuolumne to highs of \$25 in Riverside and \$35 in Santa Clara. But in most counties the difference is \$5 (16 counties) or \$10 (22 counties).

Table A reveals how inspectors can earn extra amounts just for being inspectors (in some counties paying an hourly wage), for attending the class of instruction, for picking up supplies, for returning ballots, and for mileage. Although in 26 counties there is little or no provision for earning over and above the base pay (nine counties pay nothing over the base pay and 17 counties pay only \$1 to \$3 more), another 24 counties provide extra amounts ranging from \$5 to \$28. It would be interesting to know if the extra amounts represent ways county election officials have found to increase precinct board member pay without having to go to the Board of Supervisors.

Because of the variations among counties in the systems used to pay precinct board members, it is difficult to compare one county to the next. In order to make comparisons, I converted all the different payments in each county for inspectors to one total payment for the county (see Table B). Doing this required certain assumptions:

- If a county paid by the hour, I assumed the inspector worked 15 hours on election day.
- If a county reimbursed for mileage, I used 10 miles if the reimbursement was for both attending the class and turning in the ballots on election night. If it was only for one or the



other, I used 5 miles.

To use Alameda County as an example, the total inspector pay in that county came to \$84, consisting of \$64 in base pay, \$7 for attending the class, \$10 for picking up the supplies, and \$2.50 for returning them. The total of \$83.50 was then rounded off. Total inspector pay for each county appears in Table B.

2. Mailing Label Charges

a. Findings

1. No mailing labels whatsoever, neither registered voter labels nor absentee voter labels, are provided by eight counties--Alameda, Contra Costa, Kern, Los Angeles, Napa, Sacramento, San Diego, and Santa Cruz. Persons needing mailing labels are referred to outside vendors.

2. Fifteen counties provide registered voter labels but no absentee voter labels--Alpine, Amador, Butte, Calaveras, Colusa, Glenn, Humboldt, Lassen, Modoc, Orange, Riverside, Shasta, Sonoma, Sutter, and Ventura. Presumably anyone wanting information on absentee voters would be able to obtain printouts listing them from these counties.

3. Of the 35 counties that provide both types of labels, all but four charge the same rate for both types of labels. Of those four, three charge more for the absentee labels than for the registered voter labels (Mendocino, Monterey, and Tulare) while one charges less (Mono).

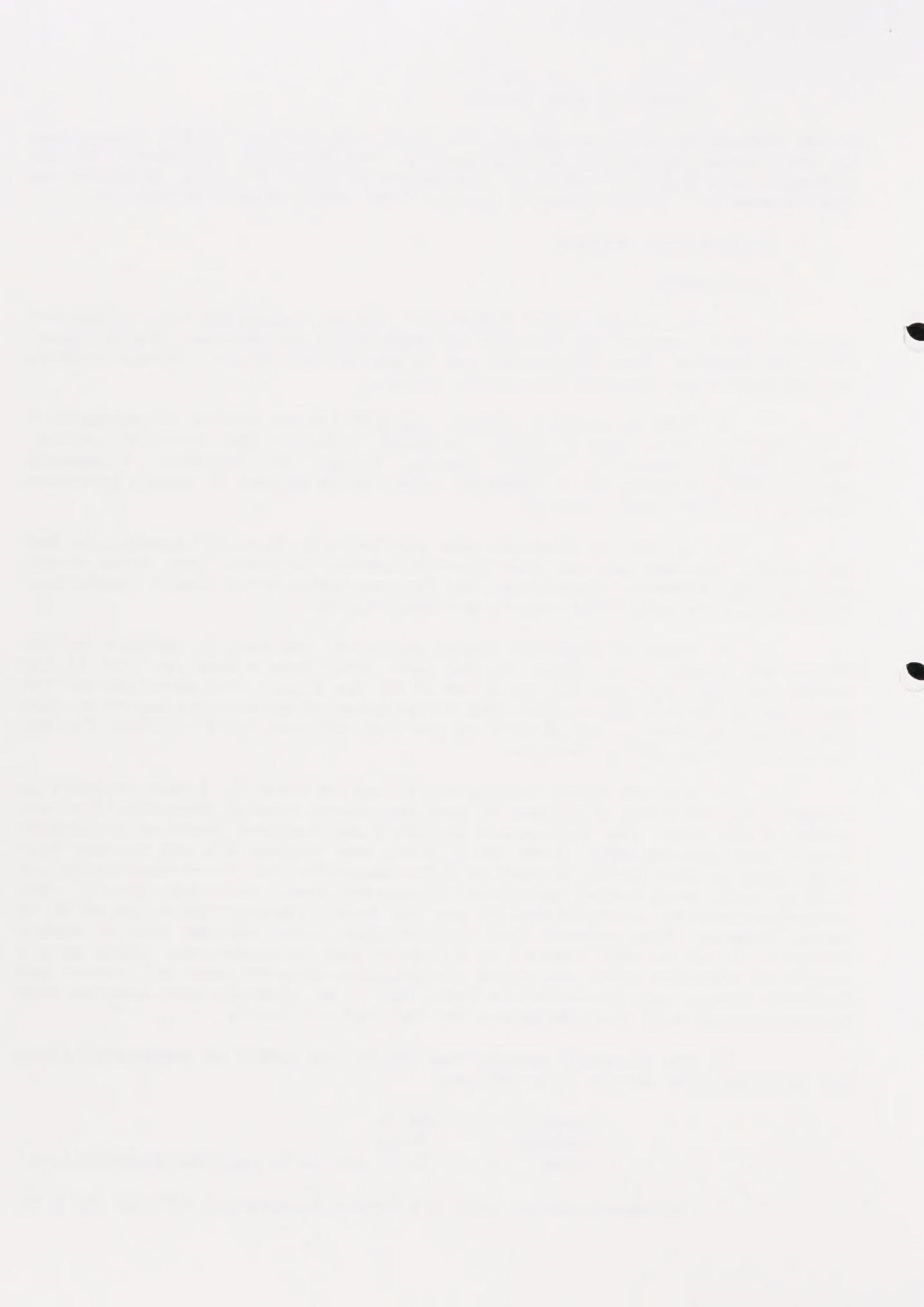
4. Eighteen counties impose set-up or run fees in addition to the charge per label. The set-up or run fees range from a high of \$151.73 for Orange and \$150 for Humboldt to a low of \$6 for Yolo. Four counties and the Secretary of State's office (included for purposes of comparison) impose minimum orders ranging from a high of \$150 by the Secretary of State and \$100 for San Mateo to a low of \$25 in Siskiyou.

5. The fee survey results are listed in Table C. I have included in column 5 of that table my attempt to make the survey results comparable from one county to the next. The figures are for the first thousand labels of registered voters that someone might order in a county and include all the charges that might apply in that county as best as I can determine them (some counties have a sliding scale with larger quantities triggering lower costs per label). The tremendous variety is startling, to say the least, ranging from a low of \$2 in Merced (however they require that the customer bring his own labels; Nevada County at \$7 is the next lowest) to a high of \$185 in Stanislaus. Since only a couple of counties made any price distinctions between peel off labels and Cheshire labels (see footnotes in Table C), I am assuming that when no such distinction was made that the prices are for peel off labels.

6. The statewide average cost of mailing labels of registered voters for the first 1000 labels is as follows:

Mean	-	\$48.30
Median	-	39.32
Mode	-	30.00 and 50.00 (bimodal distribution)

7. In Nevada County, peel off labels measuring 1 7/16 in. by 4 in.



cost the county Purchasing Department \$2.78 per thousand. If that is typical of prices in other counties, a price well over that will be required to recover the cost of printing such labels for campaigns. (Compare that price with Merced County's charge of \$2 per thousand.)

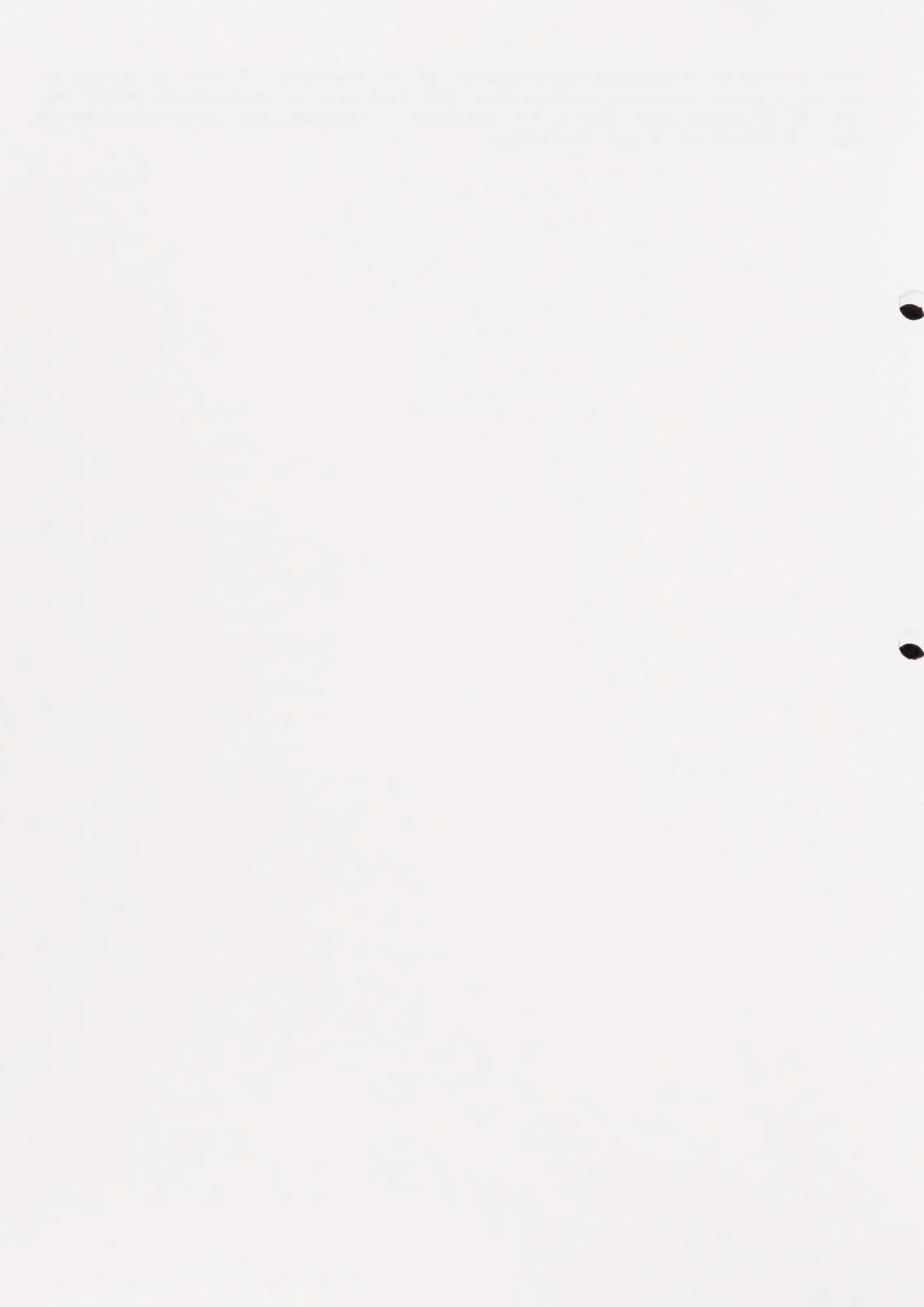
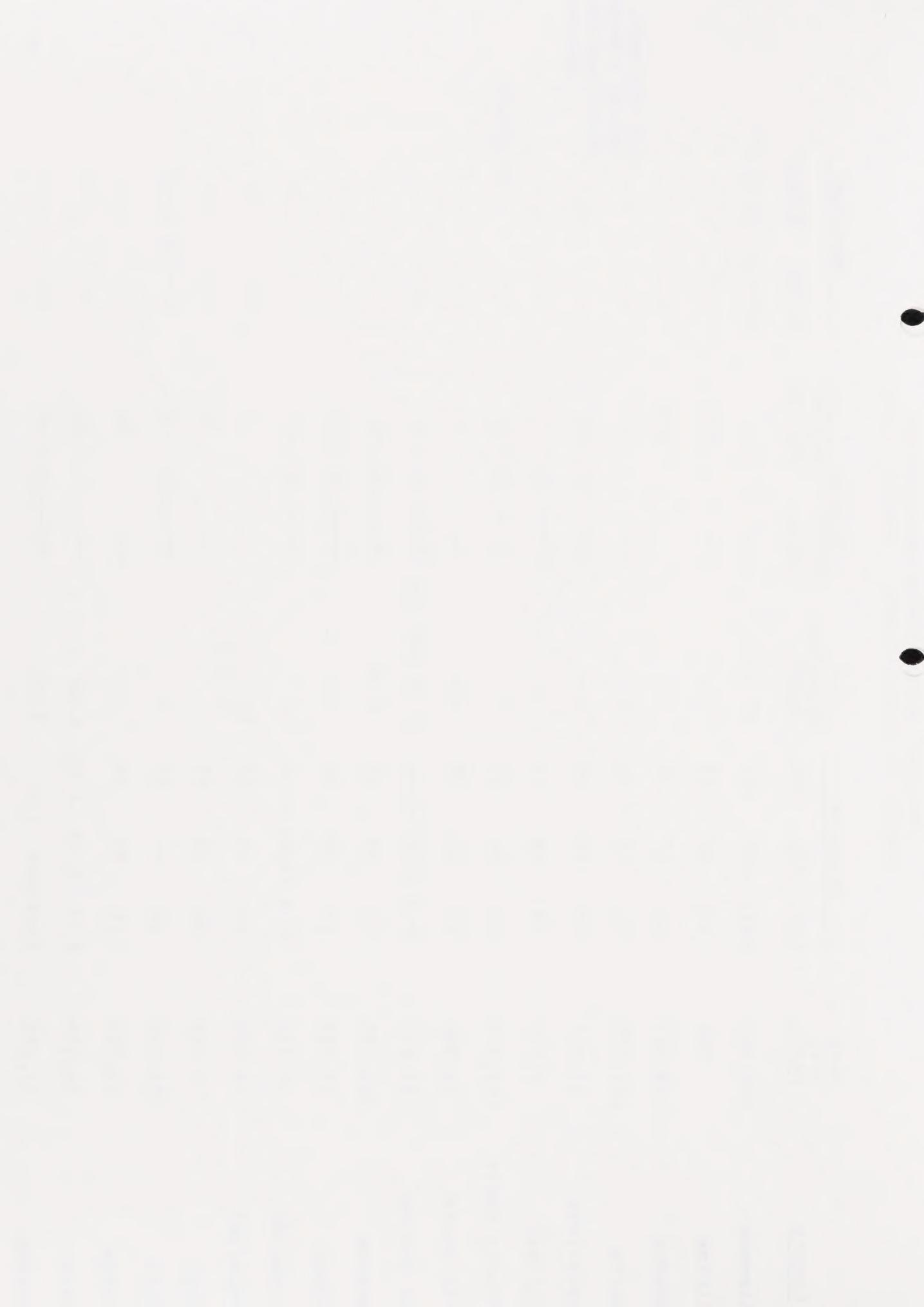


TABLE A
PRECINCT BOARD MEMBER REMUNERATION
SURVEY BY NEVADA COUNTY AUGUST, 1992

County	June 1992 Regis.	Salaries			For Attending Class	Mileage		Supplies	
		Ins	Jdg	Clk		Attend Class	Deliver Ballots	Pickup	Return
Alameda	670,410	\$64	\$53	\$53	\$7 (I)	---	---	\$10 (I)	\$2.50 (I)
Alpine	706	40	35	35	---	---	.275	---	---
Amador	16,857	60	50	45	---		\$10	---	---
Butte	101,599	70	60	60	5	---	---	---	---
Calaveras	18,950	45	40	40	---	← .26 →		---	\$5 to collection center.
Colusa	6,870	73	68	68	---	← .28 →		---	---
Contra Costa	452,315	65	55	55	5	← .28 →		---	1.50/person
Del Norte	11,300	55	40	NA	---	---	---	---	---
El Dorado	74,015	← 4.25/hr →			2 hr pay (I)	← .28 →		---	---
Fresno	286,985	75	65	65	8.50	← .29 →		---	---
Glenn	10,343	70	60	60	---	← .24 →		---	---
Humboldt	70,310	← 4.25/hr →			10	← .26 →		---	---
Imperial	38,164	65	55	55	15 (I) 5 (J,C)	---	---	---	---
Inyo	9,955	50	45	45		---	.28	---	---
Kern	231,600	60	---	50	5	← .27 →		← 10 →	
Kings	32,897	74	64	64	---	---	.25	---	---
Lake	26,129	6.25	4.75	4.50	9.00	---	.25	---	---
Lassen	11,395	Footnote (1)			3.20	← .25 →		---	---



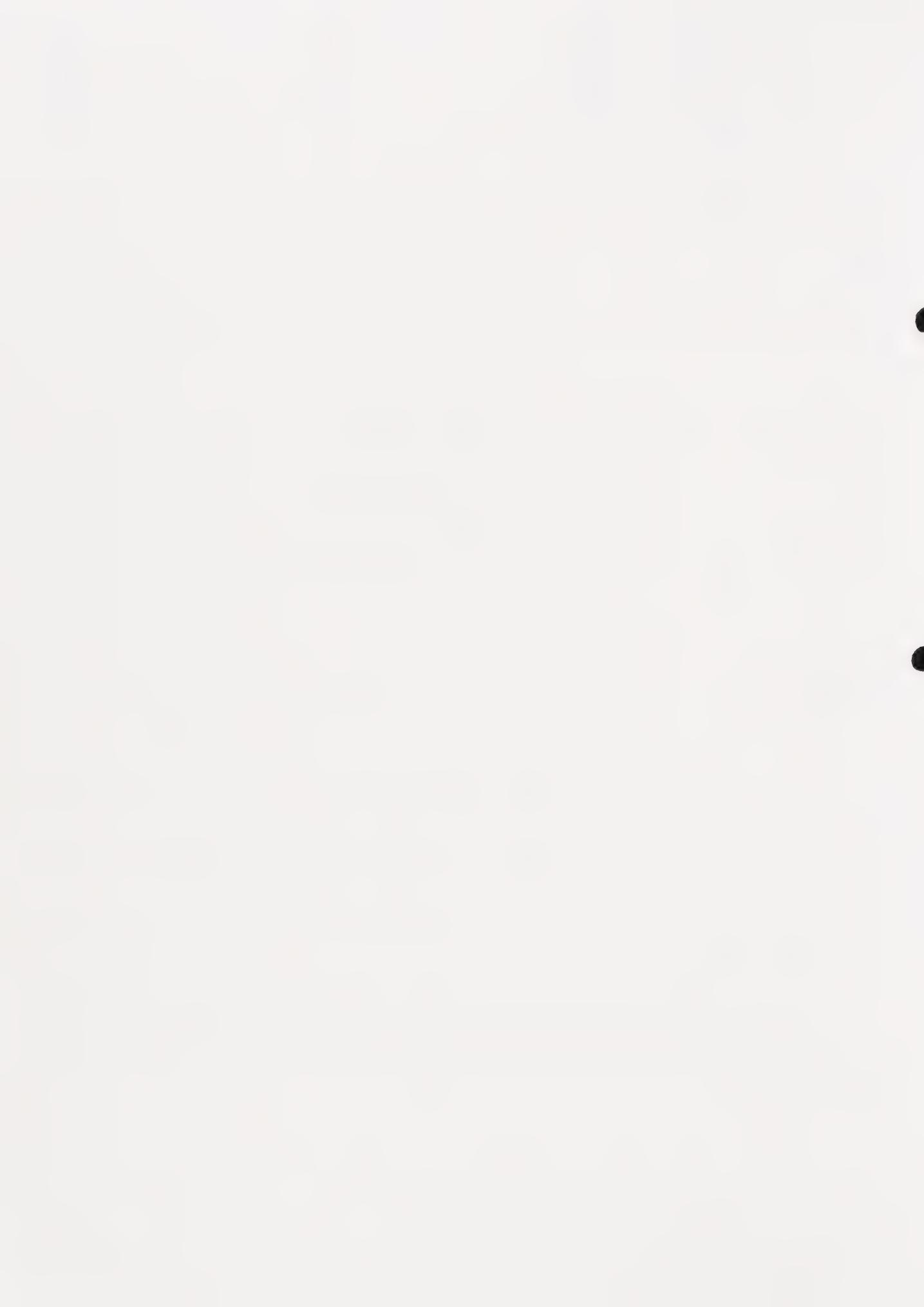
<u>County</u>	June 1992 Regis.	<u>Salaries</u>			For Attending Class	<u>Mileage</u>		<u>Supplies</u>		
		<u>Ins</u>	<u>Jdg</u>	<u>Clk</u>		<u>Attend</u> <u>Class</u>	<u>Deliver</u> <u>Ballots</u>	<u>Pickup</u>	<u>Return</u>	
Los Angeles	3,338,914	\$55	\$45	\$45	\$5 (I)	---	---	---	---	Footnote (2)
Madera	39,219	4.25/hr +7.50	4.25	---	4.25	← .25	→	---	---	
Marin	137,812	75	65	55	---	---	---	---	---	
Mariposa	9,249	55	50	50	3	← .25	→	7.00	6.50	Footnote (3)
Mendocino	43,269	45	40	40	---	← .24	→	---	---	
Merced	63,971	4.84/hr +5.00	4.84	4.84	---	← .20	→	---	---	
Modoc	5,762	40	35	35	10	← .26	→	---	---	
Mono	5,280	45	35	35	---	.25	---	---	---	Footnote (4)
Monterey	142,238	65	55	55	10	---	---	---	10	
Napa	58,747	59	54	54	5	---	---	---	2.50	
Nevada	50,801	60	50	50	---	---	---	---	---	
Orange	1,100,429	50	40	40	7	---	---	---	---	
Placer	101,474	65	60	56	10	---	.28	---	---	
Plumas	11,554	45	40	---	---	---	---	---	---	
Riverside	533,467	75	50	50	---	---	.275	---	---	Footnote (5)
Sacramento	580,354	70	NA	55	15	← .28	→	10 (I)	---	
San Benito	15,283	60	55	55	---	← .225	→	---	---	



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<u>County</u>	<u>June 1992 Regis.</u>	<u>Salaries</u>			<u>For Attending Class</u>	<u>Mileage</u>		<u>Supplies</u>		<u>Footnote (6)</u>
		<u>Ins</u>	<u>Jdg</u>	<u>Clk</u>		<u>Attend Class</u>	<u>Deliver Ballots</u>	<u>Pickup</u>	<u>Return</u>	
San Bernardino	616,722	70	55	55	---	---	.32	---	---	
San Diego	1,254,269	50	35	35	---	---	---	---	\$2 ea. for those accompanying	
San Francisco	450,000	79	---	62	---	---	---	---	---	Inspector
San Joaquin	207,930	63.75	---	52.50	5	← 1.00/m. →		7 (I)		
S L Obispo	113,733	29	19	14	---	← .28 →		---	\$36 meal allowance	
San Mateo	319,484	65	55	---	10	---	---	---	Footnote (7)	
Santa Barbara	185,000	60	NA	50	---	---	---	---	---	
Santa Clara	739,780	95	---	60	---	---	---	---	---	
Santa Cruz	133,334	70	---	55	---	← .25 if over 3 mi. →		---	---	
Shasta	76,212	← 4.75/hr →			5	← .10 →		---	---	
Sierra	2,199	40	35	35	5	← .255 →		---	---	
Siskiyou	23,612	← 3.35/hr →			---	← .25 →		---	---	\$5 extra for being Inspector
Solano	149,052	75	60	60	---	---	---	---	---	
Sonoma	221,528	75	65	65	---	← .29 (I) →		---	---	
Stanislaus	163,971	70	60	---	10(I)	← .28 →		---	---	
Sutter	31,936	55	---	50	---	---	.25	---	---	
Tehama	24,677	45	40	40	5	← .27 →		---	---	
Trinity	7,843	60	55	55	---	← .28 →		---	---	Footnote (8)



County	June 1992 Regis.	Salaries			For Attending Class	Mileage		Supplies	
		Ins	Jdg	Clk		Attend Class	Deliver Ballots	Pickup	Return
Tulare	~117,186	\$70	\$60	\$60	\$5	---	.27	---	---
Tuolumne	27,747	78.75	75	71.25	5	← .28 →		---	---
Ventura	320,000	63	50	50	5	---	---	---	---
Yolo	72,869	58	53	---	7.50 (small election)	← .21 →		7.50	---
Yuba	20,962	45	---	35	---	---	.27	---	---

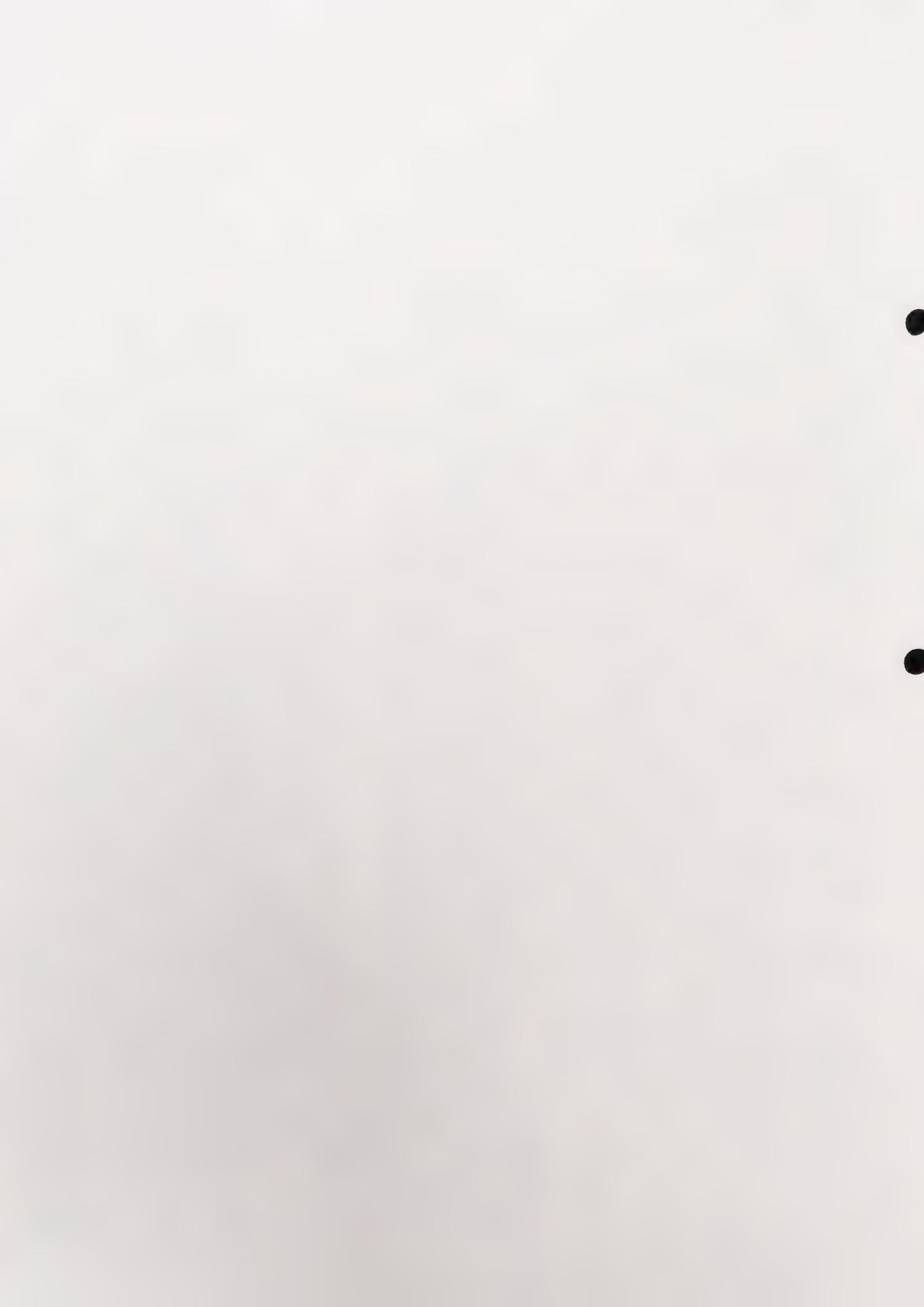
Note to Reader:

When "(I)" appears following an amount it means that the payment applies only to the inspector. "(J)" and "(C)" have a similar meaning for judges and clerks, respectively.

Arrows on either side of an amount, e.g., "← .26 →", mean that the amount applies to both columns of information in which the arrows appear.

Footnotes

- (1) Pcts. under 200 voters - \$43.20 (13.5 hrs.)
200-400 voters - 44.80 (14 hrs.)
over 400 voters - 46.80 (14.5 hrs.)
Inspectors receive an additional \$3.20.
- (2) Other types of payments, reimbursements, or rewards that we offer them are:
For conduct of snap tallies board members are paid \$25.00 each. Inspectors are paid an additional \$25.00 to operate polling places holding concurrent elections.
Approximately 25 certificates of appreciation are given yearly to precinct officers for outstanding service. As part of the County's Volunteer Program, this department normally selects as its volunteer a precinct officer who has served a number of years. The person is invited to attend a luncheon and is presented a certificate.
- (3) The \$7.00 is for set up and dismantling of booths.
- (4) County Clerk puts thank you to precinct workers in local papers.
- (5) Round trip mileage for delivery of several ballot boxes from remote areas plus \$25.00 flat rate per person.



Footnotes (cont.)

- (6) Those who attend the class receive a recognition pin. Inspectors in the last three major elections have received a county sweatshirt.
- (7) Salaries used to be \$65, 55, & 50, respectively, before the meal allowance was adopted.
- (8) Precinct banner award for highest percentage turnout at precinct.

Table B
 Total Payments to Precinct Inspectors
 (Including Salary, Class Attendance, Mileage, and Pickup and Delivery)
 Survey by Nevada County, August 1992

<u>County</u>	<u>Amount</u>	<u>County</u>	<u>Amount</u>
Alameda	\$84	Stanislaus	\$83
Alpine	41	Sutter	56
Amador	70	Tehama	53
Butte	90	Trinity	63
Calaveras	53	Tulare	78
Colusa	76	Tuolumne	87
Contra Costa	75	Ventura	68
Del Norte	55	Yolo	68
El Dorado	75	Yuba	48
Fresno	86		<u>4035</u>
Glenn	72		
Humboldt	76		
Imperial	80		<u>4035</u> = 69.57
Inyo	51		<u>58</u>
Kern	78		
Kings	75		
Lake	104		
Lassen	53		
Los Angeles	60		
Madera	78		
Marin	75		
Mariposa	74		
Mendocino	47		
Merced	80		
Modoc	53		
Mono	48		
Monterey	85		
Napa	67		
Nevada	60		
Orange	57		
Placer	76		
Plumas	45		
Riverside	76		
Sacramento	98		
San Benito	62		
San Bernardino	72		
San Diego	52		
San Francisco	79		
San Joaquin	86		
San Luis Obispo	68		
San Mateo	75		
Santa Barbara	60		
Santa Clara	95		
Santa Cruz	73		
Shasta	77		
Sierra	48		
Siskiyou	58		
Solano	75		
Sonoma	78		

Table C
Cost of Election Mailing Labels
Survey by Nevada County, August 1992

County	(1) Set-up Or Run Fee	(2) Computer Run Time	(3) Charge Per Thousand Labels			(4) Minimum Order	(5) Registered Voter Label Total Cost First 1000 Labels
			Regis. Voters	Absentee Voters	Per Label		
Alameda	--	--	--	--	--	--	--
Alpine	--	--	\$50	--	--	--	\$50
Amador ¹	--	\$50	30	--	--	--	80
Butte	\$25	--	8	--	--	--	33
Calaveras	--	--	10	--	--	--	10
Colusa	--	--	10	--	--	--	10
Contra Costa	--	--	--	--	--	--	--
Del Norte	--	--	30	30	--	--	30
El Dorado	--	--	12	12	--	--	12
Fresno	35	--	2.85	2.85	--	--	37.85
Glenn	--	--	20	--	--	--	20
Humboldt	150	--	4.25	--	--	--	154.25
Imperial	50	--	10	10	--	--	60
Inyo	--	--	30	30	--	--	30
Kern	--	--	--	--	--	--	--
Kings	--	--	30	30	--	--	30
Lake ²	--	--	15	15	--	--	15
Lassen	50	--	10	--	--	--	60
Los Angeles	--	--	--	--	--	--	--
Madera	--	--	80	80	--	--	80
Marin	--	--	20	20	--	--	20
Mariposa	25	--	13.40	13.40	--	--	38.40
Mendocino	14	--	15	80	--	--	29
Merced ³	--	--	2	2	--	--	2
Modoc	25	--	13.90	--	--	--	38.90
Mono	--	--	50	20	--	--	50
Monterey ⁴	25	--	35	50	--	--	60
Napa	--	--	--	--	--	--	--
Nevada ⁵	--	--	7	7	--	--	7
Orange ⁶	151.73	--	3.54	--	--	--	155.27
Placer	84	--	10	10	--	--	94
Plumas	--	--	30	30	--	--	30
Riverside	--	--	25	--	--	--	25
Sacramento	--	--	--	--	--	--	--
San Benito	--	--	40	40	--	--	40
San Bernardino ⁷	--	--	20	20	50	--	50
San Diego	--	--	--	--	--	--	--
San Francisco	--	--	50	50	--	--	50
San Joaquin ¹⁴	--	55	12	12	--	--	21
San Luis Obispo	15	--	50	50	--	--	65
San Mateo	--	--	10	10	100	--	100
Santa Barbara ⁸	20	--	40	40	--	--	60
Santa Clara ⁹	--	--	90	90	--	--	90
Santa Cruz	--	--	--	--	--	--	--
Shasta	40	--	1.76	--	--	--	41.76

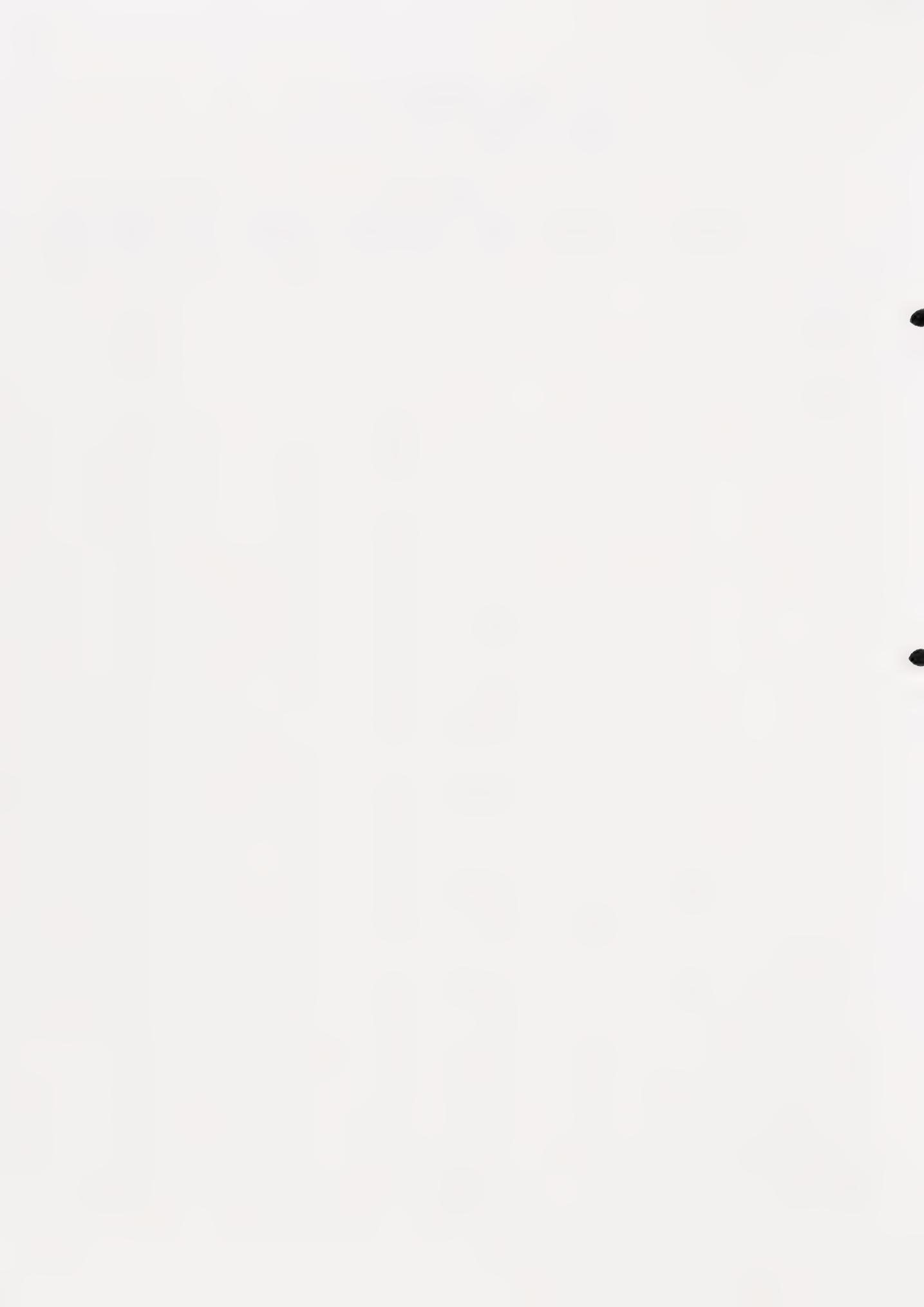


Table C (cont.)

County	(1) Set-up Or Run Fee	(2) Computer Run Time	(3) Charge Per Thousand Labels			(4) Minimum Order	(5) Registered Voter Label Total Cost First 1000 Labels
			Regis. Voters	Absentee Voters	Per Label		
Sierra	36	--	10	10	--	--	46
Siskiyou	--	--	6.60	6.60	25	25	
Solano	--	--	12	12	--	--	12
Sonoma	--	--	11.50	--	--	--	11.50
Stanislaus ¹⁵	--	--	185	185	--	--	185
Sutter	--	--	20	--	75	75	
Tehama	--	--	15	15	--	--	15
Trinity	52	--	10	10	--	--	62
Tulare ¹⁰	60	--	3.20	250	--	--	63.20
Tuolumne ¹¹	--	--	30	30	--	--	30
Ventura	--	--	39.75	--	--	--	39.75
Yolo	6	--	15	15	--	--	21
Yuba	--	--	50	50	--	--	50
Sec. of State ¹²	--	--	4.13	--	150	150	
Pol. vendor	--	--	27	--	100	100	

Footnotes:

1. Cheshire labels are \$20/M instead of the \$30/M for gummed labels.
2. If precinct information is included, Lake charges a \$25 minimum.
3. Customers provide own labels.
4. Monterey County's fees are as follows:

FROM VOTER REGISTRATION FILE:

Gummed Labels	\$25.00 set-up fee plus
	\$0.035/ea. for 1-10,000
	\$0.025/ea. for 10,001-50,000
	\$0.125/ea. for 50,001-up

Cheshire Labels	\$25.00 set-up fee plus 1/2 of the per label charge for gummed labels
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FROM ABSENTEE VOTING FILE

Gummed Labels	\$0.05 each (\$10.00 minimum)
Cheshire Labels	\$0.025 each (\$10.00 minimum)

5. Nevada Co. charges a \$15 handling fee per candidate for absentee labels.
6. Their fee consists of a base fee plus \$3.54 per thousand. The base fee is:

0 - 25,000	\$151.73
25,001 - 50,000	179.02
50,001 - 100,000	213.92
100,001 - 150,000	268.50
150,001 - 200,000	371.87 plus tax

7. Cheshire labels are \$15/M instead of the \$20/M for gummed labels.
8. Minimum order 1000 labels.
9. Figures shown are for the first 1000. Charges are \$8/M for ea. add. M.

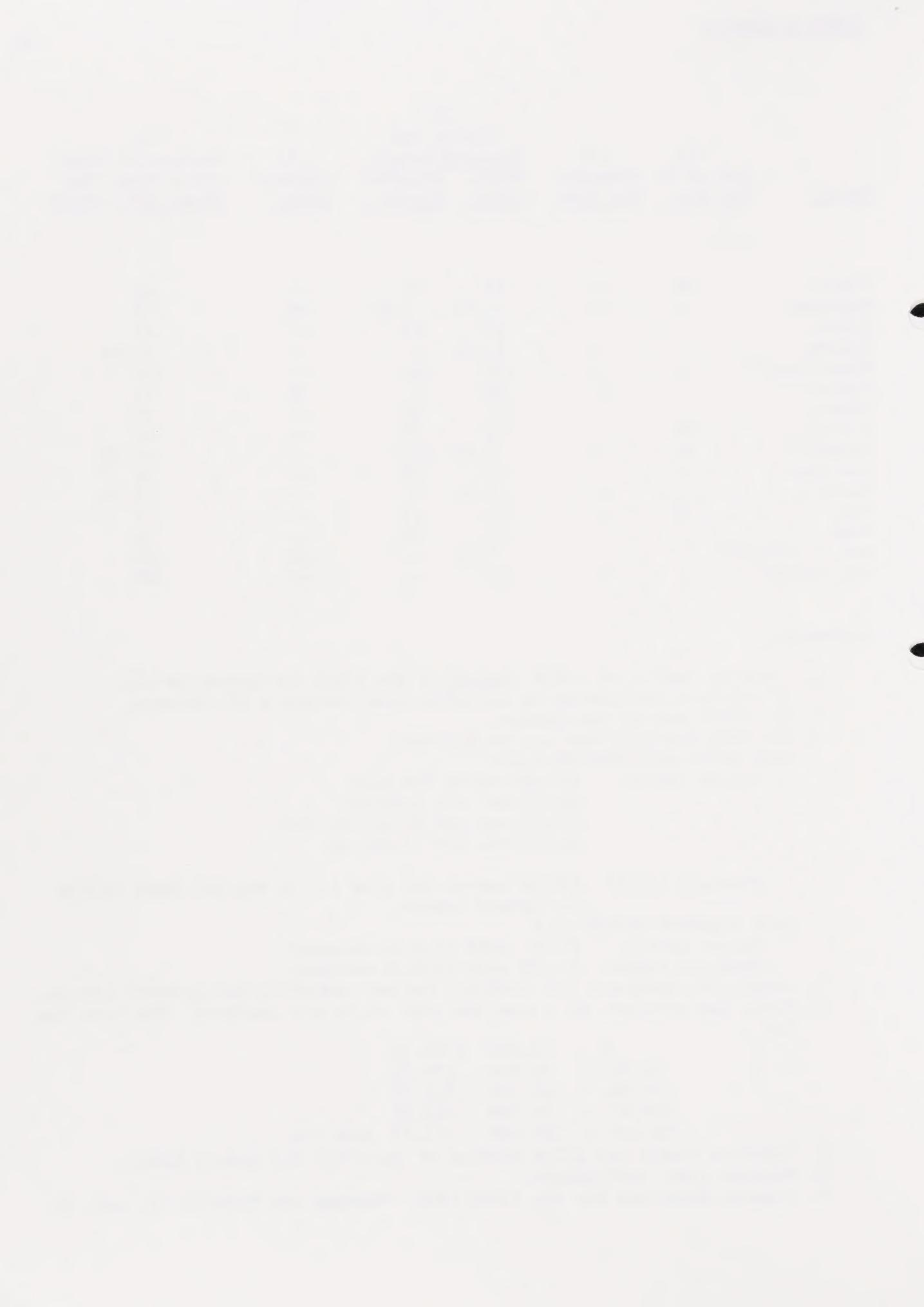


Table C (cont.)

Footnotes (cont.)

10. The \$60 set-up fee applies only to registered voters. The \$250 flat fee for absentee labels includes mail ballot precincts and daily labels.
11. The charge is \$20/M instead of \$30/M if the customer provides the labels.
12. Their charge of \$4.13/M is for the first sort. Their charge goes up for each additional sort as follows: \$5.13/M, \$6.35/M, \$7.75/M.
13. This is only one of many political vendors in the state and its rates are not necessarily representative. They charge an additional \$7/M for Cheshire labels. Their labels are carrier route sorted, which they say is a service few counties offer.
14. Total cost includes computer time prorated based upon an estimated 10 minutes to run 1000 labels.
15. They prorate their costs per label with lower rates after the first one thousand labels. In the case of absentee labels, the \$185 charge would apply to each day's order of labels. Even if the total number of absentee labels ordered over a period of time exceeded 1000, the lower rates would not apply.

U.C. BERKELEY LIBRARIES



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